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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Support account for peacekeeping operations

Report of the Advisory Committee on Administrative and Budgetary Questions

1. In his report (A/52/837) the Secretary-General requested 469 temporary support account posts for the period from 1 July 1998 to 30 June 1999 which, compared with the staffing table of 346 posts during the period from 1 July 1997 to 30 June 1998, reflects the establishment of 20 new posts, the deletion of three posts and the conversion of 106 positions formally occupied by gratis personnel officers into temporary support account posts. The Advisory Committee was informed that the net additional 123 posts were costed at 50 per cent and that, had they been budgeted at full cost, the estimate for the support account for the period from 1 July 1998 to 30 June 1999 would have amounted to $45.3 million. Taking into account that the cost of backstopping of peacekeeping operations provided from the regular budget for the period from 1 July 1998 to 30 June 1999 is estimated at $6.8 million, the overall cost of headquarters backstopping of peacekeeping operations for the period from 1 July 1998 to 30 June 1999 on the full cost basis is, therefore, estimated at $52.1 million. The Advisory Committee notes from paragraph 39 of the report of the Secretary-General (A/52/837) that the overall cost of headquarters backstopping of peacekeeping operations for the period from 1 July 1997 to 30 June 1998 was estimated at $56.0 million.

2. At its spring 1998 session, the Advisory Committee on Administrative and Budgetary Questions considered the report of the Secretary-General on the estimates for the support account for the period from 1 July 1998 to 30 June 1999 (A/52/837). In its related report (A/52/892), the Advisory Committee indicated its intention "to resume consideration of the requirements for the support account for 1998–1999 in September 1998 after receipt of reliable data and analysis" (para. 14). Pending the submission by the Secretariat of the requested data and analysis, the Advisory Committee recommended at its spring 1998 session (see A/52/892) the establishment of four new posts for assets management and the conversion of 34 gratis positions to temporary posts, priority to be given to functions related to military expertise and civilian police (para. 14). The Committee also recommended an amount of $34.4 million for the support account for the period from 1 July 1998 to 30 June 1999. This amount would be prorated to the various peacekeeping operations.

3. It is recalled that, in paragraph 11 of its report on the support account (A/51/906), the Committee made the following observation and recommendation with regard to the quality of information included in the budget proposal for the support account for the period 1 July 1997 to 30 June 1998:

> "[F]or the most part, the budget submission does not contain workload statistics in support of the proposed staffing structure. Moreover, the mere

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provision of raw data without a qualitative analysis is of minimum utility. The Secretariat should develop an appropriate format for the systematic presentation of a meaningful workload analysis."

The Advisory Committee points out that the Secretariat has not yet responded to this specific recommendation.

4. In its resolution 52/248 of 26 June 1998, the General Assembly decided, *inter alia*, to approve 400 support account temporary posts and the support account posts and non-post requirements of $34.4 million for the period from 1 July 1998 to 30 June 1999. In paragraph 19 of the same resolution, the Assembly, *inter alia*,

"Notes that the Advisory Committee intends to report in September 1998, having completed its detailed post-by-post justification on the basis of the information provided, on the workload of all posts, in accordance with resolutions 51/243 and 51/239 A, and would welcome its advice, as well as that of the Secretary-General, on the structure of those departments dealing with backstopping of peacekeeping operations, including issues of coordination and overlap".

5. The Advisory Committee regrets to report that, in the months following the adoption of General Assembly resolution 52/248 little has been done to meet the explicit concerns of the Advisory Committee concerning the quality of information contained in the report of the Secretary-General, nor has much been done to respond to the concerns of the Fifth Committee expressed in paragraph 4 of Assembly resolution 52/248 about "the contradictory and inconsistent information provided to the Fifth Committee by representatives of the Secretary-General on this issue which affected adversely the deliberations of the Committee and impeded informed and timely decisions". The Committee also points out that the General Assembly, in paragraph 7 of its resolution 52/248, while recalling its earlier request for an in-depth evaluation of the structure and staffing of those divisions and units involved in the support of peacekeeping operations, regretted "the lack of detail provided about the evaluation and that the useful information subsequently provided was not included in the original support account submission of the Secretary-General". The Advisory Committee also points out that the Secretariat has not replied to the requests contained in paragraph 19 of General Assembly resolution 52/248 (see para. 4 above).

6. This situation has made the task of the Advisory Committee to conduct a comprehensive review very difficult. In the paragraphs below, the Advisory Committee indicates areas where the lack of a reply to requests for clarification or additional information has affected a specific recommendation of the Committee. In addition, annex I below contains updated corrections to tables in the report of the Secretary-General.

7. The Advisory Committee was informed that, as at 14 September 1998, there were 23 vacant support account posts (including five posts under recruitment), or 6.7 per cent. The Committee recalls that, when it considered the proposed requirements under the support account for the period from 1 July 1997 to 30 June 1998, the vacancy rate was 7 per cent. The Advisory Committee was provided with a breakdown of the latest vacancies by office and grade, which is contained in annex II below. The Advisory Committee bore these vacancy statistics in mind when considering the need for additional posts as distinct from the requirement for a particular function. The Advisory Committee also bore in mind the fact that the total level of expenditure on peacekeeping operations has decreased from a peak of more than $3 thousand million to around $1 thousand million. Despite all the explanations of the need to maintain a minimum capacity and reference to the support required to plan for future missions, or for those that did not materialize, the fact remains that a diminution by more than two thirds must have a significant impact on support requirements not only in the Department of Peacekeeping Operations, but also in other departments where some areas, such as procurement, would be particularly affected by diminution of workload, increased delegation of authority to the field and by other reform measures.

8. Moreover, the Advisory Committee has in the past pointed to the need to review the relationship between the Department of Peacekeeping Operations and the Department of Political Affairs to avoid duplication and overlap (see, for example, paras. II.8 and II.9 of the Advisory Committee's first report on the proposed programme budget for the biennium 1998–1999[1] and paras. II.15 and II.35 of the Advisory Committee's first report on the proposed programme budget for the biennium 1996–1997).[2] The Committee also recalls that the General Assembly, in its resolutions 50/214 and 52/220 of 23 December 1995 and 22 December 1997, respectively, requested that the Secretary-General ensure the clear delineation of responsibilities between the Department of Peacekeeping Operations and the Department of Political Affairs. Similarly, there is possible duplication between some functions performed by the Department of Management and the administration in the field. Under the circumstances, and taking into account that stated in paragraph 7 above, the Advisory Committee has concluded in a number of instances below that, while a particular function needs to be added, the requirement for

posts could be met through redeployment after a thorough review of the current structure throughout the Secretariat. The results of this review and redeployment should be reported in the context of the next report of the Secretary-General on the support account. The Advisory Committee emphasizes that, in keeping with past requests, this review should cover posts funded from all sources.

New support account posts

9. The Secretary-General proposes the establishment of 20 new posts as follows:

Department of Peacekeeping Operations

Eight posts – Rapidly Deployable Mission Headquarters of the Planning Division (one P-5, six P-4 and one P-3);

One post – Civilian Police Unit of the Planning Division (one D-1);

Eight posts – Electronic Services Section of the Field Administration and Logistics Division, for peacekeeping assets management (one P-4, three P-3, one General Service (Principal level) and three General Service (Other level));

Office of Internal Oversight Services

Two posts – Investigation Section (one P-4 and one General Service);

Department of Management

One post – Contribution Service of the Financial Management Office (one General Service).

Rapidly Deployable Mission Headquarters

10. Out of the total of 20 new posts, eight are requested for the Rapidly Deployable Mission Headquarters which, according to the Secretary-General, will enable the United Nations to quickly deploy a cohesive team of essential civilian and military personnel who will help to ensure that the deployment and initial phases of peacekeeping operations are well managed in the field; the Rapidly Deployable Mission Headquarters will thus provide an immediate capacity with which to begin the mandate's implementation. The eight new posts comprise six military officers, one humanitarian affairs officer and one civilian police officer.

11. Paragraphs 5 to 12 of the report provide information relevant to the development of the Rapidly Deployable Mission Headquarters; as indicated in paragraph 5, the General Assembly, by its resolution 50/30 of 6 December 1995 endorsed the proposals, recommendations and conclusions contained in the report of the Special Committee on Peacekeeping Operations (A/50/230). In paragraph 81 of its report, the Special Committee, *inter alia*, urged the Secretary-General to develop a rapidly deployable headquarters team comprised of personnel skilled in essential military and civilian functions. As indicated in paragraph 7 of the Secretary-General's report, the General Assembly, by its resolution 51/219 of 18 December 1996, adopted the proposed medium-term plan for the period 1998–2001, which listed among activities "the development, in the most transparent manner, of a rapidly deployable team composed of persons skilled in the essential military and civilian headquarters functions giving detailed consideration to its structure and mode of funding".

12. The Committee recalls that the original intention had been to finance the Rapidly Deployable Mission Headquarters through voluntary contributions; to this effect, a trust fund had been established and had received voluntary contributions and pledges amounting to $475,100. This amount, however, fell far short of the nearly $3.2 million that, in the opinion of the Secretary-General, was necessary for the first two years of functioning of the Rapidly Deployable Mission Headquarters, thus leading to the proposal to fund the Rapidly Deployable Mission Headquarters from the support account. The Advisory Committee points out, in this regard, that no statements of programme budget implications had been presented in connection with the draft resolutions on the establishment of the Rapidly Deployable Mission Headquarters. The Committee recalls that, during its consideration of the proposed estimates for the support account for the period from 1 July 1997 to 30 June 1998, the Committee was informed that a separate report of the Secretary-General to the General Assembly was being prepared on the Rapidly Deployable Mission Headquarters (see A/51/906, para. 36). Since no such report was submitted to the General Assembly, the Advisory Committee requests that it be submitted as soon as possible.

13. The Advisory Committee requests that, in the future, the Secretariat adhere strictly to relevant rules and regulations concerning recommendations of all

intergovernmental bodies which may result in financial or administrative implications for the Organization.

14. As indicated in paragraph 10 of the Secretary-General's report, the Rapidly Deployable Mission Headquarters is envisaged as a three-tiered structure, with 8 persons serving full-time (6 military officers, 1 humanitarian affairs officer and 1 civilian police officer), 29 being drawn from existing resources of personnel fully employed by the Secretariat, but who could be taken away from their duties on short notice for a period of up to three months, and 24 persons from countries with standby arrangements with the United Nations, who would remain in their countries until deployment. The Advisory Committee was provided, upon request, with the functional breakdown of the Rapidly Deployable Mission Headquarters team, which is reproduced in annex III below.

15. The Committee notes that the eight additional posts for the Rapidly Deployable Mission Headquarters discussed above are proposed for the Planning Division of the Department of Peacekeeping Operations. The Committee is concerned about what appears to be a fragmented approach to planning functions within that Department. As can be seen from the report, various types of planning functions are currently being performed by most of its units and offices. The Advisory Committee recalls, in this connection, that the Special Committee on Peacekeeping Operations, in paragraph 101 of its report (A/53/127), urged the Secretariat "to clarify the headquarters element's organizational relationship within the Department, particularly the differences in its functional responsibilities from those of the Mission Planning Service, and further to develop the concept for its employment during the initial phase of a new peacekeeping operation". The Committee is of the view that planning functions of the Department should be reviewed with a view to their streamlining and consolidation. This will allow better utilization of the human resources of the Department, part of which could be redeployed to perform functions related to the Rapidly Deployable Mission Headquarters.

16. While the Advisory Committee agrees that the eight posts requested for the Rapidly Deployable Mission Headquarters are needed, it questions whether it is justified to authorize all eight as additional posts for this purpose, rather than to meet some of these requirements through redeployment. As indicated above, six of the requested eight additional posts would be for serving military officers. The Committee was informed that there were 17 military officer and civilian police positions available to the Department of Peacekeeping Operations and, as at 18 September 1998, 14 were encumbered. In addition, the Secretary-General proposes the conversion of 36 gratis positions in the Department into temporary posts to be filled by military officers.

17. Under the circumstances, the Committee recommends that, subject to further refinement of the operation of the Rapidly Deployable Mission Headquarters, the requested six positions for military officers be provided through redeployment from within the existing support account establishment throughout the Secretariat. The Committee, however, has no objection to the request for the establishment of two P-4 posts: one for a humanitarian affairs officer and one for a civilian police officer. The Advisory Committee points out that, given the nature of the function of the Rapidly Deployable Mission Headquarters posts, consideration will also have to be given at a future time to their mode of funding.

Civilian Police Unit

18. As indicated in paragraph 13 of the Secretary-General's report (A/52/837), one new post at the D-1 level is requested for the Civilian Police Unit in the Department of Peacekeeping Operations, pursuant to resolution 52/69 of 10 December 1997, in which the General Assembly endorsed the proposals, recommendations and conclusions of the Special Committee on Peacekeeping Operations. In paragraph 74 of the Special Committee's report (A/52/209) it once again urged the Secretary-General to continue his efforts to strengthen the Civilian Police Unit within the Department of Peacekeeping Operations. Additional information on the functions and responsibilities of the Civilian Police Unit is contained in paragraphs 80 to 83 of annex I to the Secretary-General's report; the Committee notes from paragraph 82 that the involvement of civilian police in United Nations peacekeeping missions has grown considerably in recent years and that there was every indication that, given the changing nature of the United Nations post-conflict intervention, the trend may continue. In this connection, the Committee notes from table 23 of annex I to the Secretary-General's report that, in addition to the proposed establishment of a D-1 post, the Secretary-General proposes the conversion of four gratis positions (three P-4 and one P-3) of the Civilian Police Unit to temporary posts (see para. 38 below), thus increasing the number of support account posts from two to seven. The Advisory Committee recommends that a D-1 post be approved for the Civilian Police Unit, as requested by the Secretary-General.

Peacekeeping assets management

19. The establishment of eight new posts (one P-4, three P-3 and four General Service) is proposed for the Electronic Services Section of the Field Administration and Logistics Division of the Department of Peacekeeping Operations, for the implementation of the peacekeeping assets management function. The Committee points out that four of those posts (one P-4, two P-3 and one General Service) are a resubmission of a previous request for the period from 1 July 1997 to 30 June 1998 in connection with the field assets control system which was to be fully finalized and deployed before 31 December 1998, depending on the availability of resources. The Advisory Committee had indicated that it had no objection to the request of the Secretary-General, on the understanding that the need for the four posts should be met through redeployment. The General Assembly, by its resolution 52/1 of 15 October 1997, endorsed the proposal for the development and implementation of the field assets control system; took note of the intention of the Secretary-General to continue to develop the field mission logistic system; and decided to consider the question during the second part of its resumed fifty-second session.

20. The Advisory Committee was informed during the hearing on the Secretary-General's proposals that the Secretariat was unable to redeploy the four posts initially requested by the Secretary-General for the development and implementation of the field assets control system. Under the circumstances, the Advisory Committee supported the establishment of the four new posts (one P-4, two P-3 and one General Service), as reflected in paragraph 14 of its report (A/52/892). However, the need for the remaining four posts during the period from 1 July 1998 to 30 June 1999 should be met through redeployment from within the existing support account establishment throughout the Secretariat. The need for these posts should be re-examined after the completion of the field assets control system.

Office of Internal Oversight Services

21. Two new posts (one P-4 and one General Service) are requested by the Secretary-General for the Investigation Section of the Office of Internal Oversight Services. According to the Secretary-General, "the number of peacekeeping-related investigations conducted by the Office has been significant. However, thus far, no support account posts have been provided to the Office for the performance of this function" (see A/52/837, para. 15). The Committee was informed, upon enquiry, that the number of ongoing investigations during the period from 1 July 1997 to 28 February 1998 was 41, compared with 57 for the 12-month period ending on 30 June 1997. The Advisory Committee also notes that, in addition to 81 current regular budget posts, as shown in table 20 of annex II to the report, the staffing structure of OIOS for the 1997–1998 period provides for 11 support account posts and 2 gratis personnel officers, making a total of 94 positions. The Committee notes from annex III to the Secretary-General's report on gratis personnel (A/C.5/52/56) that there were no type II gratis personnel in the Office of Internal Oversight Services as at 30 June 1998. As the gratis personnel are being phased out, the proposal for a total of 96 posts amounts, in effect, to a request to convert the two former gratis positions into support account posts. The Committee also notes from table 20 of annex II to the report (A/52/837), that the staffing table of OIOS for the biennium 1998–1999 reflects an increase of one regular budget post and one (other) temporary post. The Committee recalls that three regular budget posts (one D-1, two P-3) of the Investigation Section were converted from temporary into established posts for the biennium 1998–1999 and that one General Service (Other level) post was redeployed to the Section from the Central Evaluation Unit. The Committee points out that the Office of Internal Oversight Services uses resources budgeted under peacekeeping operations when conducting auditing and the Committee sees no reason why the same approach cannot be used for investigation. The Committee recommends against the proposed establishment of a General Service post; it further recommends that any need for the P-4 post for investigation functions during the period from 1 July 1998 to 30 June 1999 should be met through redeployment from within the existing support account establishment throughout the Secretariat.

Department of Management

22. The Secretary-General requests one new General Service post for the Contributions Service of the Financial Management Office of the Department of Management "in view of the workload it has to address" (see A/52/837, para. 16).

23. The Committee notes that the number of regular budget posts in the Contributions Service for the biennium 1998–1999 decreased by one General Service post. The Committee recalls that, in paragraph 26 of its report on support account requirements for the period from 1 July 1997 to 30 June 1998 (A/51/906) it did not "support this prima facie transfer from the regular budget to the support account". The Advisory Committee reiterates its position that the post should not be established.

Conversion of gratis personnel positions to additional support account posts

Department of Peacekeeping Operations

24. Paragraphs 17 to 20 of the Secretary-General's report deal with gratis personnel. In accordance with General Assembly resolution 51/243 of 15 September 1997, type II gratis personnel are to be phased out. As indicated in section III, paragraph 19, and in table 2, annex I, to the report, 106 additional support account posts are requested in replacement of 134 gratis personnel, following the in-depth evaluation and comprehensive review of the Department. According to the Secretary-General, should the General Assembly approve the conversion of the 106 gratis personnel positions into temporary support account posts, approximately 36 of such posts which require expertise not available in the Secretariat will be advertised externally for military officers.

25. The breakdown of the proposed conversions of 106 gratis personnel positions into temporary support account posts by offices and functions, including those positions which require military officers, is contained in annex IV below.

Office of the Military Adviser

26. The conversion of eight gratis positions to eight additional support account posts (two P-4, two P-3, one General Service (Principal level) and three General Service (Other level)) is proposed for the Office of the Military Adviser. The Committee notes from table 4 of annex I to the report that, during the period 1997–1998, the Office had three regular budget posts, three support account posts and 13 gratis personnel positions. The Advisory Committee was informed by the Secretariat that, during the classification exercise, it was determined that two P-3 posts out of the proposed eight posts will no longer be required and that one of the proposed P-4 posts was classified at the P-3 level. The revised request is therefore for one P-4, one P-3, one General Service (Principal level) and three General Service (Other level). Bearing in mind the recent trends in military aspects of the United Nations peacekeeping operations, the Advisory Committee recommends the conversion of three gratis positions into additional support account posts (one P-4, one P-3 and one General Service (Other level)). The Advisory Committee recommends against the establishment of the General Service Principal level post; the need for the remaining two General Service posts (Other level) should be met through redeployment from within the existing support account establishment throughout the Secretariat.

27. The Advisory Committee notes from paragraph 2 of annex I to the report (A/52/837) that the Office of the Military Adviser, as part of the Office of the Under-Secretary-General for the Department of Peacekeeping Operations, provides advice on all military matters and, in addition, the Military Adviser and his Deputy, as Director and Deputy Director of the Planning Division, are responsible for the supervision and coordination of all planning in respect of peacekeeping operations. The Advisory Committee understands that in the latter capacity, the Military Adviser and his Deputy report to the Assistant Secretary-General for the Office of Planning and Support. The Advisory Committee, however, is of the view that many functions currently carried out by the Office of the Military Adviser are also carried out by the Planning Division. The Committee considers that this situation should be reviewed, taking also into account its observations and comments reflected in paragraph 15 above.

Executive Office

28. The conversion of three gratis positions into three additional support account posts (one P-3 and two General Service (Other level)) is requested for the Executive Office of the Department. The Advisory Committee was informed by the Secretariat that the proposed P-3 post was classified at the P-2 level. As indicated in table 7 of annex I, there were seven support account posts in the Executive Office during the budget period 1997–1998. The Committee was informed, on enquiry, that the three additional posts for the Executive Office represent conversions from gratis positions previously included in the Office of the Military Adviser. Those positions were used in support of administration of the gratis and seconded military personnel, that is, functions which, the Committee believes, should not have been performed by gratis personnel.

29. The Committee is of the view that the increasing use of the Integrated Management Information System should lead to greater productivity in the Executive Office. The Committee expresses serious concern at what would appear to be a slow pace of introduction of new technology to process a number of functions in the office. The Committee was informed, for example, that the processing of some basic personnel actions, such as work attendance and leave entitlements, is still being done manually. The Advisory Committee, for the reasons stated in paragraphs 12 to 18 of annex I to the report of the Secretary-General, supports the conversion of three gratis positions into three additional posts for the Executive Office for the budget period 1998–1999. At the same time, the Committee requests that the staffing requirements of the Executive Office be

thoroughly reviewed; results of the review should be reflected in the proposal for the support account for the period from 1 July 1999 to 30 June 2000.

Office of Operations

30. The proposed staffing table for the Office of Operations of the Department reflects the conversion of 14 gratis positions into 14 additional support account posts, as follows: one P-4 post in the Asia and Middle East Division, one P-4 post in the Europe and Latin America Division and 12 posts (two P-4, eight P-3 and two General Service) in the Situation Centre.

31. With regard to the requested additional P-4 post for the Asia and Middle East Division, the Advisory Committee did not find convincing arguments for the proposal, especially in terms of additional workload to be performed. The Advisory Committee notes from table 11 of annex I to the report (A/52/837) that, during the period 1997–1998, there were no gratis positions in the Division. With respect to the reference to monitoring developments in Afghanistan, reflected in paragraph 38 of annex I to the report, the Secretariat clarified that this function, which relates mostly to political aspects of developments in that country, is part of the overall responsibilities of the Department of Political Affairs and the Department of Peacekeeping Operations' involvement in it is quite limited. The Committee, in paragraph 8 above, has referred to its request to clarify the roles of the Department of Peacekeeping Operations and the Department of Political Affairs. The Committee also recalls, in this connection, the comments and recommendations of the Special Committee on Peacekeeping Operations referred to in paragraph 15 above. The Advisory Committee does not believe that the establishment of a P-4 post in Asia and Middle East Division is warranted and it recommends against approval of the proposal.

32. With regard to the proposed conversion of one gratis position into an additional P-4 post for the Europe and Latin America Division which, as indicated in paragraph 40 of annex I to the report, supported six ongoing peacekeeping operations, the Advisory Committee points out that the report should have been more accurate. For example, paragraph 41 of annex I to the report, which provides information on "a new mission, the United Nations Police Support Group" should have indicated that the Security Council (by its resolution 1145 (1997)) established the Support Group with a mandate limited to a single nine-month period from 16 January to 15 October 1998. The Advisory Committee points out that one peacekeeping operation supported by the Division, the United Nations Transitional Administration for Eastern Slavonia, Baranja and Western Sirmium is being liquidated and is, therefore, not convinced by the statement in paragraph 40 of annex I to the report that "the workload of the Division will remain at its current level for the next financial period". The Advisory Committee notes that, during the period 1997–1998, there were three gratis positions in the Division which will no longer be available during the period 1998–1999. The Committee is not convinced that the projected workload for the period from 1 July 1998 to 30 June 1999 justifies the establishment of an additional P-4 post for the Division.

33. In connection with the proposed conversion of 12 gratis positions into additional 12 support account posts (two P-4, eight P-3 and two General Service) for the Situation Centre, the Advisory Committee notes from table 13 of annex I to the report, that during the period 1997–1998, there were 16 gratis positions which no longer will be available for the Centre during the budget period 1998–1999; there are 11 support account posts and no regular budget posts in the staffing table of the Centre.

34. The Committee recalls that in paragraph 18 of its report on the support account (A/51/906), it pointed out that "the time has come to evaluate the operation of the Centre and its resource requirements, with a view to determining its cost-effectiveness" and recommended that "the results of the evaluation be reflected in the next budget submission of the Secretary-General on the support account".

35. According to paragraphs 49 and 50 of annex I to the report, the evaluation has been carried out together with a study of the functions of the Situation Centre; paragraph 50 lists the current responsibilities of the Centre. The Advisory Committee regrets that the report does not contain information on the terms of reference for the evaluation of the Centre, the manner in which it was carried out, or the findings of the evaluation, nor does the report contain any specific information on the workload of the Centre or the division of responsibilities among its military and civilian components. No indication was provided in the report with regard to new functions and responsibilities that were assigned to the Centre as a result of the evaluation and the study. It is recalled that the Committee recommended in paragraph 18 of its report on the support account (A/51/906) that the operation of the Centre be evaluated "with a view to determining its cost-effectiveness". The Secretariat has failed to include in the report of the Secretary-General information which could contribute to determining cost-effectiveness of the Situation Centre. The Committee is not satisfied with the fact that the only conclusion of the study which was reflected in the report of the Secretary-General was that "the Centre was performing a series of valuable

activities, but that it should be providing its services to a wider group of departments and to the Executive Office of the Secretary-General on a more formal basis" (see A/52/837, annex I, para. 49). The Committee notes from paragraph 51 of annex I to the report, that the Centre "has been put under the direct supervision of the Assistant Secretary-General responsible for the Office of Operations in DPKO".

36. The Advisory Committee points out that the budget submission for the Situation Centre does not contain workload indicators which could justify the establishment of all 12 additional posts requested. The Committee's review of the functions of these 12 posts led it to conclude that the establishment of all 12 posts for the Situation Centre is not warranted for the next budget period. Some functions appear to be overly ambitious and unnecessarily complex. For example, the functions of the head of the Information and Research Unit (a P-4 post) specify that he/she "oversees all points of contact between media and other information agencies, UN Political and Military desk officers and national information sources for matters pertaining to research and analysis of information". The Advisory Committee is of the view that functions currently assigned to the Information and Research Unit should be streamlined and the responsibilities of its staff defined much more clearly. The Committee recommends that only seven additional posts, out of the requested 12, be established (one P-4, five P-3 and one General Service) for the Situation Centre.

37. The conversion of 23 out of a total of 27 gratis positions is proposed for the Planning Division, in addition to eight new posts for the Rapidly Deployable Mission Headquarters and one new post for the Civilian Police Unit referred to in paragraphs 10 to 18 above. The distribution of the 23 posts by offices and grades is as follows: one P-5, 11 P-4 and one General Service for the Mission Planning Service, three P-4 and one P-3 for the Civilian Police Unit and four P-4 and two P-3 for the Training Unit.

38. As indicated in paragraph 15 above, the Committee is concerned about what appears to be unnecessary proliferation and fragmentation of planning functions within the Department of Peacekeeping Operations. The Committee is of the view that these functions should be streamlined and consolidated. The Advisory Committee recommends the conversion of 13 gratis positions into additional posts out of the requested 23 for the Planning Division as follows: one P-5 and five P-4 for the Mission Planning Service, three P-4 and one P-3 for the Civilian Police Unit in view of expanding volume of police functions in United Nations peacekeeping operations and two P-4 and one P-3 for the Training Unit.

Field Administration and Logistics Division

39. The conversion of 58 gratis positions is requested for the Field Administration and Logistics Division of the Department, in addition to the eight new posts for the Electronic Services Section of the Division referred to in paragraphs 19 and 20 above. The staffing table of the Division was omitted from the budget submission and is reproduced as annex V below. As can be seen, the 1997–1998 staffing structure of the Division provides for 24 regular budget posts, 154 support account posts and 68 gratis positions. The distribution, by offices and grades, of the 58 additional support account posts to be converted from gratis positions is as follows: 17 posts (two P-4, 10 P-3, three General Service (Principal level) and two General Service (Other level)) for the Finance Management and Support Service, 40 posts (one P-5, nine P-4, 28 P-3 and two P-2) for the Logistics and Communications Service and one P-3 post for the Personnel Management and Support Service.

40. Out of the 17 proposed conversions for the Finance Management and Support Service, the Secretary-General requests two posts (one P-4 and one P-3) for the Office of the Chief of Service, one General Service (Other level) post for the Office of the Chief of Claims and Information Management Section, nine posts (seven P-3, one General Service (Principal level) and one General Service (Other level)) for the Contingent-Owned Equipment Claims Unit, one P-3 post for the Death and Disability and Other Claims Unit, two P-3 posts for the Systems and Data Analysis Unit and two General Service (Principal level) posts for the Financial Support Section. The Committee raised numerous questions in an attempt to clarify data reflected in the budget submission for the Field Administration and Logistics Division. For example, the Committee enquired into the implication of a statement in paragraph 91 of annex I to the report, that "the staffing indicated for the Office of the Director in the previous support account budget was incorrect". The Secretariat failed to respond to the Committee's enquiry.

41. The Advisory Committee is concerned about what appears to be an excessive fragmentation in organizational structure of the Field Administration and Logistics Division which comprises a large number of small units and it requests that the structure be reviewed and results of the review be reflected in the budget proposal for the support account for the period 1999–2000.

42. The budget submission contains no information, nor justification in support of the proposed conversion of three gratis positions into support account posts for the Office of the Chief of Finance Management and Support Service (one P-4 and one P-3) and for the Office of the Chief of Claims and Information Management Section (one General Service (Other level)). The Secretariat failed to provide the Committee with requested justification for the conversions. The Committee, while regretting this situation, nevertheless recommends conversion of two posts (one P-4 and one P-3) for the Finance Management and Support Service since it believes, in general, that this vital area has suffered from understaffing. The Committee does not recommend the establishment of an additional General Service post for the Office of the Chief of the Claims and Information Management Section.

43. With respect to the request for nine additional posts (seven P-3, one General Service (Principal level) and one General Service (Other level)) for the Contingent-Owned Equipment Claims Unit, the Advisory Committee notes that, during the period 1997–1999, there were 14 gratis positions in the Unit, in addition to five support account posts and three regular budget posts. The Advisory Committee expresses serious concern that the bulk of the work of the Unit is being done by gratis personnel. The Committee notes from paragraph 97 of annex I to the report, that "the present backlog in contingent-owned equipment, letters of assist and spare parts claims will require several months of intensive work before the operation becomes current". The Committee was informed, upon enquiry, that as of end of March 1998, there were 156 contingent-owned equipment claims under various stages of review or negotiations and 19 cases which had not yet been examined; there were also 204 letters of assist and spare parts claims that remained outstanding. The Advisory Committee was also informed that the final processing of the outstanding backlog in contingent-owned equipment, letters of assists and spare parts claims will take several months to clear and to bring the operation to a routine status. Moreover, the Committee was informed that the reduced requirements for general temporary assistance funds for the Department of Peacekeeping Operations from $318,500 in 1997–1998 to $100,000 for 1998–1999 reflect the non-continuation of general temporary assistance funds previously provided for the backlog of contingent-owned equipment claims; in addition, these requirements were further reduced in the light of recorded savings under general temporary assistance for the period ending on 30 June 1998.

44. Information on contingent-owned equipment arrangements is also contained in part VII of the Advisory Committee's general report on administrative and budgetary aspects of the financing to peacekeeping operations (A/52/860). The Committee is of the view that the Secretary-General's report does not take full account of the fact that new contingent-owned equipment arrangements should lead to less staff required to process contingent-owned equipment claims. The Committee, taking into account additional information on progress in clearing the outstanding backlog, recommends the establishment of four Professional posts for the contingent-owned equipment Claims Unit, out of seven Professional posts requested by the Secretary-General. The Committee recommends against the one General Service post (Other level); the need for one General Service (Principal level) post should be met through redeployment from within the existing support account establishment throughout the Secretariat.

45. The Advisory Committee was provided with job descriptions for all posts in the Death and Disability and Other Claims Unit, except for the requested additional P-3 post, the functions of which were described simply as "generic". Under the circumstances, and bearing in mind the new streamlined procedures for processing of claims, the Advisory Committee is not convinced that the request for the establishment of one additional P-3 post for the Death and Disability Unit is justified.

46. The conversion of two gratis positions to P-3 support account posts is requested for the Systems and Data Analysis Unit which, during the 1997–1998 period had three gratis positions, in addition to two support account posts. As indicated in paragraph 102 of annex I to the report, one of the functions of the Unit is the update of the standard cost manual and preparation of standard ratios based on historical data and experience in the field. However, the Advisory Committee has pointed out in its general report on peacekeeping operations (A/52/860) that peacekeeping budget estimates are often prepared on the basis of outdated standard ratios which do not take account of recent experience in the implementation of peacekeeping budgets. In the same report, the Committee recommended that a thorough review be made of the standard cost ratios and the related manual. To this end, and so as to ensure that such review is undertaken expeditiously, the Committee has no objection to the request for these additional two P-3 posts.

47. The conversion of two General Service (Principal level) gratis positions is proposed for the Financial Support Section which, during the 1997–1998 budget period, had 15 support account posts, two gratis positions and four regular budget posts. The Committee notes from paragraphs 109 and 115 of annex I to the report, that one of the two proposed additional posts is requested for the Africa Unit (one General Service (Principal level)) and the other for the Europe and

Latin America Unit (one General Service (Principal level)). In addition, the upgrading of one P-3 post to the P-4 level is requested for the Liquidation Unit. The Committee points out that a substantial amount of work related to the liquidation phase of peacekeeping operations is done in the field or by officers paid from peacekeeping budgets. The Committee was informed that the requested general service posts were classified at a lower (Other) level. The Committee recommends that the need for these two General Service (Other level) posts be met through redeployment from within the existing support account establishment throughout the Secretariat. The Committee has no objection to the requested upgrading.

48. The staffing proposal for the Logistics and Communication Service of the Division provides for the conversion of 40 out of 41 gratis positions to support account posts and the establishment of eight new posts for the implementation of the peacekeeping assets management function referred to in paragraphs 19 and 20 above. The proposed distribution of a total of 48 additional posts is as follows:

eleven posts – Electronic Services Section;
eight posts – Engineering Section;
seven posts – Logistics Operations Section;
seven posts – Supply Section;
five posts – Medical Support Unit;
ten posts – Transport Section.

49. As shown above, 11 additional posts (two P-4, five P-3, one General Service (Principal level) and three General Service (Other level)) are requested for the Electronic Services Section, including the eight new posts for the implementation of the peacekeeping assets management function in respect of which the Committee's recommendations and comments are contained in paragraphs 19 and 20 above. Consequently, the remaining additional posts to be considered in this part of the report are one P-4 and two P-3. The Advisory Committee notes from table 37 of annex I to the report that, during the budget period 1997–1998, there were three gratis positions in the Section, in addition to 14 support account posts and one regular budget post. According to the Secretary-General, "while there was a reduction in the number of fielded peacekeepers, the number of operations supported actually increased, resulting in an increase in the workload in the Section" (see A/52/837, annex I, para. 122). Upon request, the Department of Peacekeeping Operations clarified that, during 1997, it had had a fairly stable number of peacekeeping missions, but that it had been tasked with supporting small special missions and field offices each of which, while not significantly changing the number of peacekeepers, demanded the same amount of headquarters support. Such small offices also often lacked specialized technicians and therefore needed more support from headquarters compared with larger missions. The Advisory Committee recommends that the need for the proposed additional three posts (one P-4 and two P-3) for the Electronic Services Division be met through redeployment from within the existing support account establishment throughout the Secretariat.

50. The conversion of eight gratis positions into support account posts (one P-4 and seven P-3) is proposed for the Engineering Section, the staffing structure of which during the budget period 1997–1998, provided for one regular budget post, five support account posts and eight gratis positions. The Committee has reviewed the functions of the currently authorized posts and of the proposed additional posts in the Section. The Committee notes that three proposed additional P-3 posts of engineering operations officers will be responsible for the day-to-day oversight and management of the engineering programme and all related support issues in United Nations peacekeeping operations located in Africa, Europe, Latin America, Asia and the Middle East. The Committee points out that a significant amount of engineering work is done in the field by the support units of peacekeeping administration and it is not clear as to what type of additional engineering support needs to be provided by desk engineers at Headquarters. The Committee also points out that one of the proposed additional posts (P-3) would deal with assets/material management, and that this function is performed by some other units of the Department of Peacekeeping Operations. The Committee is of the view that the functions of the posts in the Section should be more clearly defined, streamlined and integrated. At the same time the Committee saw the rationale in the proposal to maintain a small team of professionals with in-depth knowledge in various specialist fields of engineering. The Committee recommends the establishment of four posts (one P-4 and three P-3) out of the eight additional posts requested for the Section.

51. Seven additional posts are requested for the Logistics Operations Section through the conversion of seven current gratis positions of the Section into support account posts (one P-4 and six P-3). The main responsibilities of the Section and the description of a few aspects of its functioning are contained in paragraphs 129 to 135 of annex I to the report (A/52/837). In the opinion of the Committee, the assertions made in paragraph 133 of the report raise a serious issue. It is stated that, due to lack of resources, a backlog of work has developed which included "the development of logistics policy, procedures and

managerial tools to improve the development and implementation of comprehensive procedures for the reimbursement ... of contingent-owned equipment in field missions; ... and the finalization of claims related to self-sustainment by contingents in closed peacekeeping missions". The Committee points out that this statement implies that reimbursement made thus far, or the estimates included in peacekeeping budgets and performance reports, may not have been based on well-developed procedures and management tools. The Committee, in fact, commented on these very shortcomings in its general report on peacekeeping operations (A/52/860). In view of the problems facing this section and the importance of the work being carried out the Committee recommends two additional posts (one P-4 and one P-3); in addition, the need for three P-3 posts should be met through redeployment from within the existing support account establishment throughout the Secretariat. The Committee requests that the posts in the Logistics Operations Section be administered with necessary flexibility, allowing for a better response to changing workload demands.

52. Although a request is made for the establishment of seven additional posts (four P-4, one P-3 and two P-2) for the Supply Section (see A/52/837, annex I, para. 141), table 40 reflects 12 additional support account posts. As clarified by the Secretariat, table 40 of annex I to the report, incorporates staffing requirements for the Medical Support Unit (see para. 53 below). The request for seven additional posts reflects a conversion of seven gratis positions of the Section into support account posts. The Advisory Committee recalls its concern that so many gratis personnel officers were involved in this Section. Paragraphs 137 to 140 of annex I to the Secretary-General's report contain a description of the main functions and responsibilities of the Section. The Committee's review of the functions of the posts in the Section led it to conclude that the establishment of all seven additional posts is not justified. The Committee recommends that the need for three additional posts for contracts management officers (one P-4, one P-3 and one P-2) be met through redeployment from within the existing support account establishment throughout the Secretariat.

53. The conversion of five gratis positions into support account posts (one P-5, one P-4 and three P-3) is requested for the Medical Support Unit which plans, organizes and supports medical aspects of peacekeeping operations. The Advisory Committee is concerned at the establishment of a new medical infrastructure at Headquarters. The Committee was informed that the objective was to deal with the question of managing a large volume of medical supplies, including inventory. The Committee was also informed that various missions find themselves with large quantities of medical assets which often arrive late in the mission area, owing to the slow procurement process. The Medical Support Unit provides advice on these and other matters. The Committee is not convinced that, in order to solve the problem of medical supply, there is a need to establish yet another unit in the Secretariat. The question should be solved through proper procurement planning. The Committee does not support the establishment of five additional posts for the Medical Support Unit and recommends instead that the need for two support account posts for the Unit be met through redeployment from within the existing support account establishment throughout the Secretariat.

54. The conversion of 10 gratis positions into support account posts (one P-4 and nine P-3) is requested for the Transport Section, thereby increasing the number of support posts from 15 to 25. The 10 additional posts would be allocated as follows: two P-3 posts for the Surface Transport Unit, two P-3 posts for the Air Transport Unit, one P-3 post for the Aviation Safety Unit, four P-3 posts for the Movement Control Unit and one P-4 post for the Sea Transport Unit.

55. According to the Secretary-General, the Surface Transport Unit administers 10,000 vehicles worldwide (see A/52/837, annex I, para. 146), the Committee points out that, firstly, due to the decrease in the level of peacekeeping operations it is unlikely that the Unit will continue to administer the same number of vehicles in the 1998–1999 financial period. The Advisory Committee was informed, on enquiry, that the vehicle fleet strength was 8,397 vehicles of all types as at April 1998 and was estimated at 8,500 vehicles as at 1 July 1998. Secondly, the use of centralized procurement of standardized vehicles, including spare parts, should bring greater productivity and efficiency in the procurement and management of the United Nations fleet of vehicles.

56. With respect to the Movement Control Unit for which four additional posts are requested, the Committee notes from paragraph 158 of annex I to the report, that the number of personnel moved by the Unit has dropped sharply from 280,000 in 1995 to 50,000 in 1997. In addition, the Committee notes from paragraph 159 of annex I to the report, that the increasing use of air charter facilitates the movement of personnel. Moreover, it is not clear how the research work mentioned in the Secretary-General's report will give rise to a need for additional staff.

57. With regard to the request for the conversion of a gratis position to an additional support account P-4 post for the Sea Transport Unit, the Committee notes from paragraph 162 of

annex I to the report, that the Unit planned, implemented and monitored about 40 shipping services estimated at $30 million during 1996–1997, compared to approximately 30 shipments estimated at $15 million during 1997–1998.

58. Taking into account that stated in the paragraphs above, the Advisory Committee recommends that only two gratis positions of the Transport Section be converted to additional support account posts, while the need for another two additional support account posts be met through redeployment from within the existing support account establishment throughout the Secretariat.

59. The conversion of one gratis position into an additional P-3 support account post is requested for the Personnel Management and Support Service which, during the budget period 1997–1998, had 10 regular budget posts, 52 support account posts and three gratis positions. The Committee's review of the functions of posts in the Service shows that its staff resources need to be further evaluated. The Advisory Committee, therefore, does not recommend the establishment of the requested additional post for the Section.

Non-post backstopping requirements of the Department of Peacekeeping Operations

60. Paragraphs 175 to 190 of annex I to the Secretary-General's report provide information on non-post requirements of the Department of Peacekeeping Operations estimated at $1,688,800 for the period from 1 July 1998 to 30 June 1999. These requirements reflect a decrease of $459,700 or 21.4 per cent, compared with the related support account resources of $2,148,500 budgeted for the current period. The Advisory Committee has no objection to the proposal. At the same time, the Committee points out that the Secretariat needs to significantly improve budgetary planning and performance with regard to support account expenditures. For example, as can be seen from table 1 of annex I to the report, expenditures for the six-month period from July to December 1997 amounted to only 4.9 per cent under general temporary assistance and 1.4 per cent under training, compared with the approved budget for the period July 1997 to June 1998, while expenditures under travel amounted to 78.0 per cent.

Other Secretariat departments and offices involved in providing backstopping support

The Department of Management

61. The support account budget proposal for the Department for the next financial period reflects a decrease in support account posts from 105 to 103, the elimination of 4 gratis positions and an increase of posts funded from other extrabudgetary sources from 132 to 133. The Secretariat has failed to provide the Committee with clarification as to the nature and source of funding of posts reflected in the column entitled "Other temporary posts" in table 2 of annex II to the Secretary-General's report. The Committee requests that this clarification be provided to the Fifth Committee.

62. The Committee points out that the decrease in support account posts from 105 to 103 reflects, in fact, the net effect of a decrease of three support account posts in the Secretariat of the Advisory Committee and an increase of one support account General Service post for the Contributions Service. The Committee's comments and recommendations with regard to the requested new post for the Contributions Service are reflected in paragraph 23 above.

63. The Advisory Committee finds useful the inclusion in the report of a summary of workload indicators for the Peacekeeping Financing Division for the period 1992–1997. The summary demonstrates the increase in the Division's workload. As can be seen from table 5 in annex II to the report, the number of support account posts of the Division for 1998–1999 will remain at its current level of 32. In this connection, the Committee refers to the comments and recommendations on the issue of the quality of preparation of peacekeeping financial performance and budget reports reflected in its report on general aspects of peacekeeping operations (A/52/860). The Committee also stresses the need for the representatives of the Peacekeeping Financing Division of the Office of Programme Planning, Budget and Accounts and the Field Administration and Logistics Division to meet and discuss the issue of improving coordination and cooperation and streamlining the relationship between them to improve the budget preparation and implementation process.

64. Paragraphs 47 to 69 of annex II to the report provide information on support account staffing requirements for the Office of Human Resources Management. The Committee notes from paragraph 51 that comprehensive salary surveys of best prevailing conditions of employment of locally recruited staff are conducted on an 18-24 month cycle. The Committee was informed that the surveys are conducted by the United Nations Development Programme (UNDP) on behalf of the United Nations. The Committee is of the view that there is a need to clarify the role of the Office of Human Resources Management and UNDP in conducting the surveys. The Advisory Committee also notes from paragraph 51 that "at least one week per year for each operation is required for reviewing and processing interim adjustment of local salary scales". The Advisory Committee has also

submitted comments on salary surveys in its general report on peacekeeping operations (A/52/860).

65. The Committee notes from paragraph 62 of annex II that a provision of $123,400, which is equivalent to the cost of a P-4 post, is requested under general temporary assistance for the Administrative Law Unit, which currently has no support account post. The Advisory Committee recalls that, paragraph III.21 of its first report on the proposed programme budget for the biennium 1998–1999, it expressed the view that legal functions in the Secretariat should be "better performed by experienced staff, acquainted with United Nations practice, on a permanent rather than temporary basis".[3] Moreover, the Advisory Committee believes that it will not be appropriate to charge, on a continuous basis, expenditures related to salary and common staff costs to the general temporary assistance budget line. The situation should be regularized and the Committee recommends, therefore, that the provision of $123,400 for general temporary assistance be deleted and, instead, a P-4 support post be established for the Unit. Paragraphs 59 to 61 of the Secretary-General's report demonstrate the increase in workload of the Unit. The Committee requests that priority be given to dealing with the backlog cases referred to in paragraph 61 of annex II to the report.

66. The comments and recommendations of the Advisory Committee on the requested two new posts (one P-4 and one General Service (Other level)) for the Office of Internal Oversight Services are contained in paragraph 21 above. The Committee has no objection to the proposed non-post requirements for the Office of Internal Oversight Services.

67. The table below provides a recapitulation of the Advisory Committee's recommendations on the support account staffing establishment for the budget period from 1 July 1998 to 30 June 1999:

Organizational Unit	*As proposed by Secretary-General in A/52/837*	*As recommended by ACABQ*			*Paragraph in ACABQ report*
		Additional posts	*Redeployment*	*No*	
A. New support account posts					
Rapidly Deployable Mission Headquarters	8	2	6	—	17
Civilian Police	1	1	—	—	18
Assets management	8	4	4	—	19, 20
Office of Internal Oversight Services	2	—	1	1	21
Contributions Section	1	—	—	1	23
Subtotal A	**20**	**7**	**11**	**2**	
B. Conversion of gratis personnel					
Military Adviser's Office	8	3	2	3	26
Executive Office	3	3	—	—	29
Asia/Middle East Division	1	—	—	1	31
Europe/Latin America Division	1	—	—	1	32
Situation Centre	12	7	—	5	36
Planning Division	23	13	—	10	38
Finance Management and Support Service	3	2	—	1	42
Contingent-owned equipment Claims Unit	9	4	1	4	44
Death and Disability Unit	1	—	—	1	45
Systems Data Analysis Unit	2	2	—	—	46
Finance Support Section	2	—	2	—	47
Electronics Service Division	3	—	3	—	49
Engineering Section	8	4	—	4	50
Logistics Operation Section	7	2	3	2	51
Supply Section	7	—	3	4	52
Medical Support Unit	5	—	2	3	53
Transport Section	10	2	2	6	58
Personnel Management Service	1	—	—	1	59
OHRM Administrative Law Unit[a]	General temporary assistance funds	1	—	—	65
Subtotal B	**106**	**43**	**18**	**46**	
Total A and B	**126**	**50**	**29**	**48**	
ACABQ Secretariat[b]	- 3	- 3	—	—	
Grand Total	**123**	**47**	**29**	**48**	

[a] Secretary-General's request is for 12 months of general temporary assistance at the P-4 level.

[b] Deletion of 3 posts from the Advisory Committee on Administrative and Budgetary Questions Secretariat, transferred to the regular budget.

Notes

[1] A/52/7 (chap. II, part II). To be issued as *Official Records of the General Assembly, Fifty-second Session, Supplement No. 7* (A/52/7/Rev.1).

[2] A/51/7 (chap. II, part II). To be issued as *Official Records of the General Assembly, Fifty-first Session, Supplement No. 7* (A/51/7/Rev.1).

[3] A/52/7 (chap. II, part III). To be issued as *Official Records of the General Assembly, Fifty-second Session, Supplement No. 7* (A/52/7/Rev.1).

Annex I

Support account for peacekeeping operations

Corrections to tables in the report of the Secretary-General (A/52/837)

Table		*Description*	*Correction(s) to be made*
Annex I	3.	Office of the Under-Secretary-General	One P-2 post (RB) under 1997–1998 should be deleted. Total RB posts should be 2 (1 USG and 1 GS (OL)). The column "Total" for the table should be adjusted accordingly.
	5.	Policy and Analysis Unit	One P-2 post (RB) under 1997–1998 should be added. The P-4 support account post under 1997–1998 should read P-5. The column "Total" for the table should be adjusted accordingly.
	15.	Office of the Assistant Secretary-General	One P-5 and one P-4 and 1 GS (OL) support account posts have not been included under 1997–1998. The number of gratis military officers should read 4 P-4 and 2 P-3. The column "Total" for the table should be adjusted accordingly.
	25.	Office of the Director, Field Administration and Logistics Division	One P-3 post (RB) under 1997–1998 should be added. Total number of RB posts should read 4. The column "Total" for the table should be adjusted accordingly.
	26.	Finance Management and Support Services	One P-3 post (RB) under 1997–1998 should be deleted. Text is missing in paragraph 93: one P-4 and one P-3 post are requested for the Office of Service Chief, FMSS, through conversion of 2 gratis military officer posts (1 P-4 and 1 P-3). The column "Total" for the table should be adjusted accordingly.
	31.	Financial Support Section, FMSS	One P-3 post (RB) under 1997–1998 should be deleted. The column "Total" for the table should be adjusted accordingly.
	33.	Asia and Middle East Section, FMSS	One P-3 post (RB) under 1997–1998 should be deleted. The column "Total" for the table should be adjusted accordingly.
	41.	Medical Support Unit	The table should be deleted. Text in paragraphs 142 and 143 should precede table 40.
	45.	Staffing Support Section	One P-5 gratis military officer post should be deleted. The total number of gratis military officers under 1997–1998 should read 1. The column "Total" for the table should be adjusted accordingly.
Annex II	2.	Overall staffing of units involved in backstopping of peacekeeping operations	The column "Other" for 1997–1998 should read: 1 D-1, 7 P-5, 9 P-4, 11 P-3, 6 P-2/1, 34 subtotal, 13 GS/PL, 81 GS/OL, 4 Trades and Crafts, 98 subtotal and 132 total. The column "Other" for 1998–1999 should read: 1 D-1, 7 P-5, 9 P-4, 11 P-3, 7 P-2/1, 35 subtotal, 13 GS/PL, 81 GS/OL, 4 Trades and Crafts, 98 subtotal and 133 total. The column "Total" for the table should be adjusted accordingly.

Annex II

Support account vacancies as of 14 September 1998

	Organizational unit	*Level*	*Title*
1	Department of Peacekeeping Operations		
	Mine Action Service	P-5	Programme Officer
	Engineering Section	P-5	Senior Engineer
	Office of the Under-Secretary-General	P-5	Chief, Policy Analysis Unit
	Asia and Middle East Division	P-4	First Officer
	Africa Division	P-4	Political Affairs Officer
	Mission Planning Service	P-4	Planning Officer
	Mine Action Service	P-4	Programme Officer
	Executive Office	P-4	Personnel Officer
	Lessons Learned Unit	P-4	Coordination Officer
	Logistics and Communication Service	P-4	First Officer
	Logistics and Communication Service	P-3	Logistics Officer
	Electronic Data-Processing Unit	P-3	Computer Operations Officer
	Air safety Unit	P-3	Air Safety Officer
	Liquidation Unit	P-3	Finance Officer
	Surface transport Unit	P-3	Transport Officer
2	Information Technology Services Division	P-2	Computer Operations Officer
3	Office of Human Resources Management	P-4	Human Resources Officer
4	Peacekeeping Financing Division	D-1	Deputy Director
		P-3	Finance Officer
5	Procurement Division	P-4	Procurement Officer
		P-3	Procurement Officer
6	Office of Internal Oversight Services	P-3	Auditor
		P-4	Auditor

Annex III

Department of Peacekeeping Operations
Rapidly Deployable Mission Headquarters
Staffing Table

	Title/function	*Rank*	*United Nations level/equivalent*	*Number*
1.	**Implementation Team**			
	Chief of Staff	Colonel	P-5	1
	Military Information Officer	Lt. Colonel	P-4	1
	Operations Officer	Lt. Colonel	P-4	1
	Engineering Officer	Lt. Colonel	P-4	1
	Logistics Officer	Lt. Colonel	P-4	1
	Humanitarian Affairs Officer	Civilian	P-4	1
	Civilian Police	Civilian	P-4	1
	Operations Staff Officer	Major	P-3	1
	Subtotal			**8**
2.	**Secretariat Staff**			
	Administration:			
	Chief Administrative Officer		D-1	1
	Chief Administrative Support Services		P-5	1
	Personnel Officer		P-4	1
	Finance Officer		P-4	1
	Finance Officer		P-3	1
	Finance Officer		P-2	1
	Procurement Officer		P-4	1
	Contracts Management Officer		P-3	1
	Chief Integrated Support Services		P-5	1
	Transport Officer		P-4	1
	Electronics Services Section		P-3	1
	Engineering Officers		P-4	1
	Engineering Officers		P-3	1
	Property Control and Inventory Officer		P-3	2
	Movement Control Officer		P-4	1
	Military:			
	Communications		P-4	1
	Medical		P-4	1
	Demining		P-5	1
	Training		P-4	1

	Title/function	*Rank*	*United Nations level equivalent*	*Number*
	Civil Affairs:			
	Chief		P-5	1
	Public Information/Relations		P-3	1
	Public Affairs		P-3	2
	Humanitarian Affairs		P-3	1
	Situation Centre		P-3	1
	Political Adviser		P-4	1
	Legal Adviser		P-4	1
	Civilian Security Coordinator		P-3	1
	Subtotal			**29**
3.	**Representatives made available by Governments**			
	Administration:			
	Chief Integrated Support Services			1
	Movement Control			2
	Transport			1
	Engineering			1
	Supply			2
	Electronic Services Section			2
	Administrative Support Services			2
	Military:			
	Intelligence	Major	P-3	1
	Personnel	Lt. Colonel	P-4	1
	Supply	Lt. Colonel	P-4	1
	Communications	Major	P-3	1
	Logistics	Major	P-3	1
	Movement Control	Lt. Colonel	P-4	1
	Movement Control	Major	P-3	1
	Air Control	Major	P-3	3
	Civil Affairs:			
	Public Information/Relations		P-3	1
	Situation Centre		P-3	1
	Civilian/Military Liaison Officer		P-4	1
	Subtotal			**24**
	Total, Rapidly Deployable Mission Headquarters			**61**

Annex IV

Proposed posts to be converted from gratis

Functional title	*Grade*	*Posts which require military officers*	*Remarks*
Office of the Under-Secretary-General			
Military Advisers Office			
1. Staff Officer, Military Personnel	P-4	X	Classified P-3
2. Military Assistant to the Military Adviser	P-4	X	
3. Military Affairs and Projects Officer	P-3	X	No longer required
4. Military Information Systems Officer	P-3	X	No longer required
5. Administrative Assistant	GS-OL		
6. Administrative Assistant	GS-OL		
7. Administrative Assistant	GS-OL		
8. Administrative Assistant	GS-OL		
Executive Office			
9. Administrative Officer	P-3		Classified P-2
10. Administrative Assistant	GS-OL		
11. Administrative Assistant	GS-OL		
Office of Operations			
Asia and Middle East Division			
12. Military Mission Officer	P-4	X	
Europe and Latin America Division			
13. Military Mission Officer	P-4	X	
Situation Centre			
14. Head of Information and Research Unit	P-4	X	
15. Information and Research Officer	P-3	X	
16. Information and Research Officer	P-3	X	
17. Information and Research Officer	P-3	X	
18. Duty Room Deputy Head	P-4		
19. Duty Room Officer	P-3		
20. Duty Room Officer	P-3		
21. Duty Room Officer	P-3		
22. Duty Room Officer	P-3	X	
23. Duty Room Officer	P-3	X	
24. Duty Room Clerk	GS-OL	X	
25. Chief Clerk	GS-OL		
Planning Division			
Civilian Police Unit			
26. Desk Officer	P-4	X	
27. Desk Officer	P-4	X	

Functional title	*Grade*	*Posts which require military officers*	*Remarks*
28. Desk Officer	P-4	X	
29. Planning Officer	P-3	X	
Mission Planning Service			
30. Chief, Mission Planning Service	P-5	X	
Mission Development Unit			
31. Planning Officer	P-4	X	
32. Planning Officer	P-4	X	
33. Planning Officer	P-4	X	
34. Planning Officer	P-4	X	
35. Planning Officer	P-4	X	
36. Planning Officer	P-4	X	
37. Planning Officer	P-4	X	
38. Planning Officer	P-4	X	
Stand-by Arrangements Unit			
39. Planning Officer	P-4	X	
40. Planning Officer	P-4	X	
41. Planning Officer	P-4	X	
42. Administrative Assistant	GS-OL	X	
Training Unit			
43. Training Officer (Coordination and Budget)	P-4	X	
44. Training Officer	P-4	X	
45. Training Officer (Training Information)	P-4	X	
46. Training Officer (Research)	P-4	X	Classified P-3
47. Training Officer	P-3	X	Classified P-2
48. Editor	P-3		Classified P-2
Field Administration and Logistics Division			
Field Management and Support Service			
Office of the Chief of Service			
49. Roving Finance Officer	P-4		
50. Operational Review Officer	P-3		
Claims and Information Management Section			
Office of the Chief			
51. Finance/Administrative Assistant	GS-0L		
Systems and Data Analysis Unit			
52. Electronic Data Processing Analyst	P-3		
53. Electronic Data Processing Analyst	P-3		
Contingent-owned Equipment Claims Unit			
54. Claims Officer (old contingent-owned equipment team)	P-3		
55. Claims Officer (old contingent-owned equipment team)	P-3		
56. Claims Officer (old contingent-owned equipment team)	P-3		
57. Claims Officer (new contingent-owned equipment team)	P-3		

Functional title	*Grade*	*Posts which require military officers*	*Remarks*
58. Claims Officer (new contingent-owned equipment team)	P-3		
59. Claims Officer (new contingent-owned equipment team)	P-3		
60. Claim Officer (letters of assist team)	P-3		
61. Claims Assistant (letters of assist team)	GS-PL		
62. Claims Assistant (letters of assist team)	GS-OL		
Death and Disability and Other Claims Unit			
63. Claims Officer	P-3		
Financial Support Section			
Europe and Latin America Unit			
64. Finance Assistant	GS-PL		Classified OL
Africa Unit			
65. Finance Assistant	GS-PL		Classified OL
Logistics and Communications Service			
Logistics Operation Section			
Logistics Current Operations Unit			
66. Logistics Current Operations Officer	P-3		
67. Logistics Current Operations Officer	P-3		
68. Logistics Current Operations Officer	P-3		
69. Logistics Current Operations Officer	P-3		
70. Mission Liquidation Officer	P-3		
Future Operations Unit			
71. Chief, Future Operations Unit	P-4		
72. Logistics Future Operations Officer	P-3		
Engineering Section			
Engineering Operations Unit			
73. Engineering Operations Officer (Africa)	P-3		
74. Engineering Operations Officer (Europe and Latin America)	P-3		
75. Engineering Operations Officer (Asia and the Middle East)	P-3		
76. Engineering Officer (Asset/materials Management)	P-3		
Technical Support Unit			
77. Civil Engineering/Architect	P-4		Classified P-3
78. Electrical Engineer	P-3		
79. Water and Sanitation Engineer	P-3		
80. Field/Combat Engineer	P-3		
Electronic Services Section			
Communications Unit			
81. Chief, Communications Unit	P-4		
82. Communications Desk Officer	P-3		
83. Communications Desk Officer	P-3		

Functional title	*Grade*	*Posts which require military officers*	*Remarks*
Supply Section			
Services Unit			
84. Supply Officer – Rations Contracts	P-4		Classified P-3
85. Supply Officer – Petroleum, Oil and Lubricants	P-2		
86. Contracts Management Officer	P-4		
87. Contracts Management Officer	P-4		
88. Contracts Management Officer	P-2		
General Supply Unit			
89. Supply Officer – General Supply/Letters of Assist	P-3		
90. Supply Officer – General Supply/Letters of Assist	P-3		
Medical Support Unit			
91. Chief, Medical Support	P-5		
92. Deputy Chief	P-4		
93. Medical Support Officer	P-3		
94. Medical Support Officer	P-3		
95. Medical Supply Officer	P-3		
Transport Section			
Surface Transport Unit			
96. Surface Transport Officer	P-3		
97. Surface Transport Officer	P-3		
Air Transport Unit			
98. Air Transport Officer	P-3		
99. Air Transport Officer	P-3		
Aviation Safety Unit			
100. Aviation Safety Officer	P-3		
Movements Control Unit			
101. Movements Officer	P-3		
102. Movements Officer	P-3		
103. Movements Officer	P-3		
104. Movements Officer	P-3		
Sea Transport Unit			
105. Chief, Sea Transport Unit	P-4		
Personnel Management and Support Service			
Staffing Support Section			
Staffing Unit			
106. Staffing Officer	P-3		

Annex V

Field Administration and Logistics Division

	Temporary posts									
	Regular budget		Support account		Other		Gratis personnel		Total	
	1997-1998	1998-1999	1997-1998	1998-1999	1997-1998	1998-1999	1997-1998	1998-1999	1997-1998	1998-1999
Professional category and above										
Under-Secretary-General	—	—	—	—	—	—	—	—	—	—
Assistant Secretary-General	—	—	—	—	—	—	—	—	—	—
D-2	1	1	—	—	—	—	—	—	1	1
D-1	1	1	3	3	—	—	—	—	4	4
P-5	1	1	9	10	—	—	2	—	12	11
P-4	3	3	23	35	—	—	16	—	42	38
P-3	2	2	18	60	—	—	39	—	59	62
P-2/P-1	5	5	3	5	—	—	9	—	17	10
Subtotal	**13**	**13**	**56**	**113**	**—**	**—**	**66**	**—**	**135**	**126**
General Service category										
GS (Principal level)	—	—	5	9	—	—	—	—	5	9
GS (Other level)	11	11	93	98	—	—	2	—	106	109
Subtotal	**11**	**11**	**98**	**107**	**—**	**—**	**2**	**—**	**111**	**118**
Grand total	**24**	**24**	**154**	**220**	**—**	**—**	**68**	**—**	**246**	**244**